DOCUMENT RESUME

ED 116 729 JC 760 047

TITLE	Selected Characteristics of Full-Time Professional Staff: Community Colleges, Fall 1975.
INSTITUTION	Hawaii Univ., Honolulu. Community Coll. System.
REPORT NO	CC-IRP-86
PUB DATE	Dec 75
NOTE	16p.; Pages 9-22 which are data by individual institution have been deleted from this version of the document
EDRS PRICE	MF-$0.76 HC-$1.58 Plus Postage
DESCRIPTORS	*College Faculty; Females; General Education; *Instructional Staff; *Junior Colleges; Leave of Absence; Males; Part Time Teachers; *Professional Personnel; State Surveys; *Teacher Characteristics; Teacher Salaries; Tenure; Vocational Education; Vocational Education Teachers
IDENTIFIERS	*Hawaii; Lecturers

ABSTRACT

This report provides data on the faculty and staff of the Hawaii community college system as of fall 1975. It focuses on full-time appointees, but also provides information on lecturers, part-time appointees, and professional staff on leave. Data are summarized by five program categories: instructional support, academic support, student services, instruction, and public service; the instruction category is further divided into the areas of general education and vocational education. The bulk of the report consists of eight tables: (1) headcount for all professional staff, by full-time and part-time status; (2) sex, highest degree earned, and mean age of full-time professional staff, by program category; (3) average salary, salary range, tenure status, age, highest degree earned, and instructional area for full-time instructors, by sex; (4) sex, program category, highest degree earned, salary, and age of all lecturers; (5) salaries for full-time appointees, excluding instructors, by program category; (6) salaries for full-time instructors, by program category; (7) tenure status, by year of possible tenure and by instructional area; and (8) number of instructors on leave, by type of leave and by tenure status. Although data are also provided for fall 1974, the figures for 1975 include an additional community college, so reliable comparisons cannot be made. (DC)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED116729

UNIVERSITY OF HAWAII
OFFICE OF THE CHANCELLOR FOR COMMUNITY COLLEGES
Institutional Research Unit

CC-IRP 86
December, 1975

SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1975

Introduction

Developments in the area of professional personnel appear to be the most active in the higher education scene to judge from the literature, professional meetings and conferences, time demands faced by administrators. It is therefore valuable to have an accurate description of faculty, the most important resource.

The primary attention of this report is on FULL-TIME BOR APPOINTEES WHOSE STANDARD FORM 5Bs (SF5Bs) WERE SUBMITTED TO AND PROCESSED BY THE UNIVERSITY PERSONNEL OFFICE BY THE OCTOBER 28, 1975 UPDATE. Minimal information (mostly headcount) is provided on: lecturers, part-time BOR appointees and professional staff on leave.

Information for this report is abstracted from Faculty-Staff Information System (FSIS) summary reports 2530-2535, as of October 31, 1975. Standard Form 5Bs are used as the basis of these computer reports.

Data on the BOR staff are summarized by five major groups. (See Appendix A.) These categories were developed jointly by representatives from the colleges, Management Systems Office and the Office of the Chancellor for Community Colleges.

> Information on BOR staff at Hawaii Community College is being included for the first time. Therefore historic data may not be entirely comparable, system-wide. However, generally, system data on staff this fall indicate patterns similar to those of the past with a few exceptions.

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

JC 760 047

HIGHLIGHTS

I. What is the distribution of the 963 BOR appointees at the seven community colleges? (Table I)

a. The distribution pattern of the BOR appointees in terms of full- and part-time basis is similar to last fall: 67 percent (647) full time, 2 percent (18) part time and 31 percent (298) lecturers.*

b. The number of BOR staff ranges from 63 at Windward to 239 at Leeward.

II. What are the characteristics of the 647 FULL-TIME PROFESSIONAL STAFF? (Table II)

a. As in previous years, almost two-thirds of the staff are males. (Campus variation: 51-70 percent males.)

b. The staffing distribution is similar to last fall:

Instruction:	76 percent (69 to 84 percent, by campus)
Academic Support:	7 percent (4-14 percent, by campus)
Student Services:	9 percent (6-12 percent, by campus)
Institutional Support:	5 percent (3-9 percent, by campus)
Public Services:	3 percent (0-10 percent, by campus)

c. Compared to last fall, excluding Hawaii CC personnel, the following are the proportionate changes in the staffing structure:

Institutional Support:	+43 percent (21-30)
Academic Support:	+7 percent (39-42)
Student Services:	+15 percent (46-53)
Instruction:	+12 percent (386-434)
Public Services:	-14 percent (21-18)

d. Age: 40.7, the same as last fall (35.8-43.2 by campus).

e. As in past years, the great bulk of the appointees have masters' degrees (58 percent).

---

*The lecturer figure cited in this report differs from the 365 cited in the faculty workload report, CC-IRP 84. A lecturer teaching at more than one campus is counted only once in this report while he is included in the lecturer count for each campus at which he is teaching in the former report.

III. What are the characteristics of the 493 FULL-TIME INSTRUCTORS? (Table III)

a. Male instructors comprise the majority group at every campus except one. (63 percent, system; 47-75 percent, by campus.)

b. Vocational instructors comprise 51 percent of the teaching staff this fall compared to 43 percent in fall 1974. (Including Hawaii CC's 49 vocational instructors in this fall's count probably accounts for the change.)

c. Some noteworthy observations about instructors' average salaries this fall are: (See Appendix B for average salaries of other professional staff.)

1. The average salary this fall is $16,905, 23 percent more than the $13,757 reported last fall.** Campus averages vary: $15,835 to $18,129.

2. Male instructors' salaries increased by 22 percent, females, by 25 percent.

3. Male instructors' salaries are 7 percent higher (about $1,065) than those of the female instructors probably because there are more male instructors particularly in the vocational programs with many years of service.

4. Vocational education instructors' salaries are higher than those in general education ($17,425 compared to $16,366). The exception is Kapiolani CC. (See Appendix C.)

d. Salary ranges: Almost two-thirds of the instructors are in ranges 4 and 5. 71 percent of the males and 53 percent of the females are in these categories.

e. Tenure status:

1. 55 percent are tenured, 32 percent are on tenure track, and 13 percent are not eligible (13-70 percent are tenured, by campus). (See Appendix D for details.)

2. Generally, the proportion of those tenured declined. A partial explanation maybe that more instructors with tenure are on leave this fall (33 compared to 15 last fall. See Appendix E.) Their positions are filled with instructors who are not on the tenure track.

**Last fall, the average compensation, including fringe benefits and salary for those on sabbatical was $16,257 for six community colleges. This was somewhere between ranks 1 and 2 in the AAUP scale. "Chronicle of Higher Education," Volume X, Number 15, June 9, 1975.

f. Highest degree:

1. The distribution in terms of highest degrees earned is: doctoral 38, 8 percent; masters, 283, 57 percent; bachelors, 96, 20 percent; less than bachelors, 74, 15 percent.***

2. Of particular interest is the increase in the number of those with doctoral degrees: from 25 to 38 (52 percent).

IV. What is the typical lecturer like? (Table IV)

A 36 year-old male with a master's degree, teaching a general education course. He is earning about $240 more than last fall ($1,807 compared to $1,569).

SUMMARY

Reflecting enrollment increases, there is a sizable increase in the number of professional staff. As expected, average salaries of instructors increased appreciably compared to last fall. Other than the fact that the number and proportion of those with doctoral degrees increased this fall, the other characteristics remain stable: more males, mean age about 41 years old, with the majority of instructors having been granted tenure.

***The percent distribution of highest degree held by two-year college instructors in 1972-73 was: masters, 74 percent, doctoral, 7 percent, bachelors, 8 percent, less than bachelors, 3 percent, first professional, 3 percent, no data, 5 percent. National Center for Education Statistics, Education Division, The Condition of Education, 1975 edition, p. 115.

TABLE I
UNDUPLICATED HEADCOUNT
BY PROGRAM CATEGORY & BY FULL- & PART-TIME STATUS
ALL PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1975

By College, Full- & Part-time Status	TOTAL	Institutional Support	Academic Support	Student Services	Instruction			Public Service
					Sub-total	General Education	Voc-Tech	
TOTAL	963	34	47	60	799	426	373	23
Full-time	647	33	45	57	493	242	251	19
Part-time	18		2	3	11	9	2	2
Lecturers	298*	1**			295	175	120	2**
Hawaii CC	110	3	4	4	98	28	70	1
Full-time	70	3	3	4	59	10	49	1
Part-time	2		1		1		1	
Lecturers	38				38	18	20	
Honolulu CC	201	5	10	11	160	77	83	15
Full-time	146	5	10	11	106	50	56	14
Part-time	1							1
Lecturers	54				54	27	27	
Kapiolani CC	184	5	6	8	165	67	98	
Full-time	115	5	6	7	97	36	61	
Part-time	2			1	1		1	
Lecturers	67				67	31	36	
Kauai CC	74	4	6	6	58	31	27	
Full-time	51	4	6	6	35	16	19	
Lecturers	23				23	15	8	
Leeward CC	239	11	11	21	191	137	54	5
Full-time	161	10	10	20	117	85	32	4
Part-time	5		1	1	2	2		1
Lecturers	73	1			72	50	22	
Maui CC	92	3	5	7	75	39	36	2
Full-time	69	3	5	6	55	25	30	
Part-time	1			1				
Lecturers	22				20	14	6	2
Windward CC	63	3	5	3	52	47	5	
Full-time	35	3	5	3	24	20	4	
Part-time	7				7	7		
Lecturers	21				21	20	1	

*Unduplicated count. See footnote, page 2.
**Input errors.

Source: FSIS Computer Report 2533A, October 31, 1975.

TABLE II
SEX, HIGHEST DEGREE EARNED, AND MEAN AGE, BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1975

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL		Sex		Highest Degree Earned					Mean Age
	No.	V%	Male	Female	Doctorate	Professional	Masters	Bachelors	Less Than Bachelors	
TOTAL	647	(100%)	412	235	51	2	376	137	81	40.7
(Horizontal %)	(100%)		(64%)	(36%)	(8%)	(<1%)	(58%)	(21%)	(13%)	
Institutional Support	33	5%	25	8	5		13	14	1	38.3
Academic Support	45	7%	28	17	3		35	2	5	40.9
Student Services	57	9%	36	21	4		35	17	1	36.8
Instruction	493	76%	311	182	38	2	283	96	74	41.2
General Education	242	37%	143	99	29		183	28	2	38.8
Vocational-Tech	251	39%	168	83	9	2	100	68	72	43.5
Public Services	19	3%	12	7	1		10	8		40.8
HAWAII CC	70	(100%)	47	23	3		36	13	18	40.4
(Horizontal %)	(100%)		(67%)	(33)	(4%)		(51%)	(19%)	(26%)	
Institutional Support	3	4%	2	1			2	1		42.0
Academic Support	3	4%	2	1			3			40.3
Student Services	4	6%	4		1		2	1		35.0
Instruction	59	84%	38	21	2		28	11	18	40.6
General Education	10	14%		5	1		8	1		33.1
Vocational-Tech	49	70%	3[illegible]	16	1		20	10	18	42.1
Public Services	1	1%	1				1			46.0
HONOLULU CC	146	(100%)	102	44	8	1	76	34	27	41.5
(Horizontal %)	(100%)		(70%)	(30%)	(6%)	(1%)	(52%)	(23%)	(19%)	
Institutional Support	5	3%	2	3			3	2		33.4
Academic Support	10	7%	7	3	1		7		2	40.9
Student Services	11	8%	5	6			7	4		40.5
Instruction	106	73%	79	27	7	1	51	22	25	41.9
General Education	50	34%	32	18	5		40	5		36.7
Vocational-Tech	56	38%	47	9	2	1	11	17	25	46.5
Public Services	14	10%	9	5			8	6		42.3
KAPIOLANI CC	115	(100%)	59	56	4	1	76	25	9	43.2
(Horizontal %)	(100%)		(51%)	(49%)	(4%)	(1%)	(66%)	(22%)	(8%)	
Institutional Support	5	4%	4	1	1		2	2		39.4
Academic Support	6	5%	4	2			6			41.7
Student Services	7	6%	5	2			7			38.4
Instruction	97	84%	46	51	3	1	61	23	9	43.9
General Education	36	31%	15	21	1		31	4		43.4
Vocational-Tech	61	53%	31	30	2	1	30	19	9	44.2
KAUAI CC	51	(100%)	32	19	4		28	13	6	38.9
(Horizontal %)	(100%)		(63%)	(37%)	(8%)		(55%)	(26%)	(12%)	
Institutional Support	4	8%	4				2	2		41.3
Academic Support	6	12%	3	3			5		1	45.7
Student Services	6	12%	3	3			4	2		33.2
Instruction	35	69%	22	13	4		17	9	5	38.5
General Education	16	31%	12	4	3		11	2		37.0
Vocational-Tech	19	37%	10	9	1		6	7	5	39.8
LEEWARD CC	161	(100%)	105	56	24		94	29	14	39.8
(Horizontal %)	(100%)		(65%)	(35%)	(15%)		(58%)	(18%)	(9%)	
Institutional Support	10	6%	9	1	3		2	4	1	36.8
Academic Support	10	6%	6	4	1		6	1	2	39.9
Student Services	20	12%	13	7	3		9	8		36.3
Instruction	117	73%	75	42	16		76	14	11	40.9
General Education	85	53%	50	35	15		59	11		39.9
Vocational-Tech	32	20%	25	7	1		17	3	11	43.5
Public Services	4	3%	2	2	1		1	2		34.3
MAUI CC	69	(100%)	47	22	4		38	20	7	40.6
(Horizontal %)	(100%)		(68%)	(32%)	(6%)		(55%)	(29%)	(10%)	
Institutional Support	3	4%	2	1	1			2		35.7
Academic Support	5	7%	4	1			4	1		38.2
Student Services	6	9%	4	2			4	1	1	36.8
Instruction	55	80%	37	18	3		30	16	6	41.5
General Education	25	36%	17	8	2		16	5	2	40.8
Vocational-Tech	30	44%	20	10	1		14	11	4	42.0
WINDWARD CC	35	(100%)	20	15	4		28	3		35.8
(Horizontal %)	(100%)		(57%)	(43%)	(11%)		(80%)	(9%)		
Institutional Support	3	9%	2	1			2	1		45.0
Academic Support	5	14%	2	3	1		4			39.2
Student Services	3	9%	2	1			2	1		32.0
Instruction	24	69%	14	10	3		20	1		34.4
General Education	20	57%	12	8	2		18			33.1
Vocational-Tech	4	11%	2	2	1		2	1		40.5

Sources: PSIS Computer Reports 2530 and 2531, October 31, 1975.

TABLE III
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
COMMUNITY COLLEGES
FALL 1974-1975

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristic	1974 TOTAL No.	1974 TOTAL V%	1974 Male No.	1974 Male V%	1974 Female No.	1974 Female V%	1975* TOTAL No.	1975* TOTAL V%	1975* Male No.	1975* Male V%	1975* Female No.	1975* Female V%
TOTAL	386	100%	243	100	143	100	493	100	311	100	182	100
(H%)	(100)		(63)		(37)		(100)		(63)		(37)	
BY AVERAGE SALARY	13,757		14,210		12,987		16,905		17,298		16,233	
BY SALARY RANGE												
Range 1	30	8%	12	5	18	13	41	8	23	7	18	10
(H%)	(100)		(40)		(60)		(100)		(56)		(44)	
Range 2	49	13	25	10	24	17	59	12	23	7	36	20
(H%)	(100)		(51)		(49)		(100)		(39)		(61)	
Range 3	52	14	32	13	20	14	76	15	43	14	33	18
(H%)	(100)		(62)		(39)		(100)		(57)		(43)	
Range 4	106	28	71	29	35	25	137	28	94	30	43	24
(H%)	(100)		(67)		(33)		(100)		(69)		(31)	
Range 5	149	39	103	42	46	32	180	37	128	41	52	29
(H%)	(100)		(69)		(31)		(100)		(71)		(29)	
BY TENURE STATUS												
Tenured	234	61%	161	66	73	51	272	55	188	61	84	46
(H%)	(100)		(69)		(31)		(100)		(69)		(31)	
On Tenure Track	121	31	68	28	53	37	158	32	90	29	68	37
(H%)	(100)		(56)		(44)		(100)		(57)		(43)	
Not Eligible	31	8	14	6	17	12	63	13	33	11	30	17
(H%)	(100)		(45)		(55)		(100)		(52)		(48)	
BY MEAN AGE	40.8		42.0		38.8		41.2		41.9		40.1	
BY HIGHEST DEGREE												
Doctorate	25	6%	17	7	8	6	38	8	30	10	8	4
(H%)	(100)		(68)		(32)		(100)		(79)		(21)	
Professional	1	<1	1	<1	0		2	<1	2	1	0	
(H%)	(100)		(100)				(100)		(100)			
Masters	236	61	139	57	97	68	283	57	159	51	124	68
(H%)	(100)		(59)		(41)		(100)		(56)		(44)	
Bachelors	72	19	41	17	31	22	96	20	55	18	41	23
(H%)	(100)		(57)		(43)		(100)		(57)		(43)	
Less than Bachelors	52	13	45	19	7	5	74	15	65	21	9	5
(H%)	(100)		(87)		(14)		(100)		(88)		(12)	
BY INSTRUCTIONAL AREA												
General Education	219	57%	127	52	92	64	242	49	143	46	99	54
(H%)	(100)		(58)		(42)		(100)		(59)		(41)	
Vocational Education	167	43	116	48	51	36	251	51	168	54	83	46
(H%)	(100)		(69)		(31)		(100)		(67)		(33)	

*System totals not comparable between 1974 and 1975. The figures for 1975 include Hawaii Community College.

Sources: FSIS Reports, October 31, 1974 and October 31, 1975.

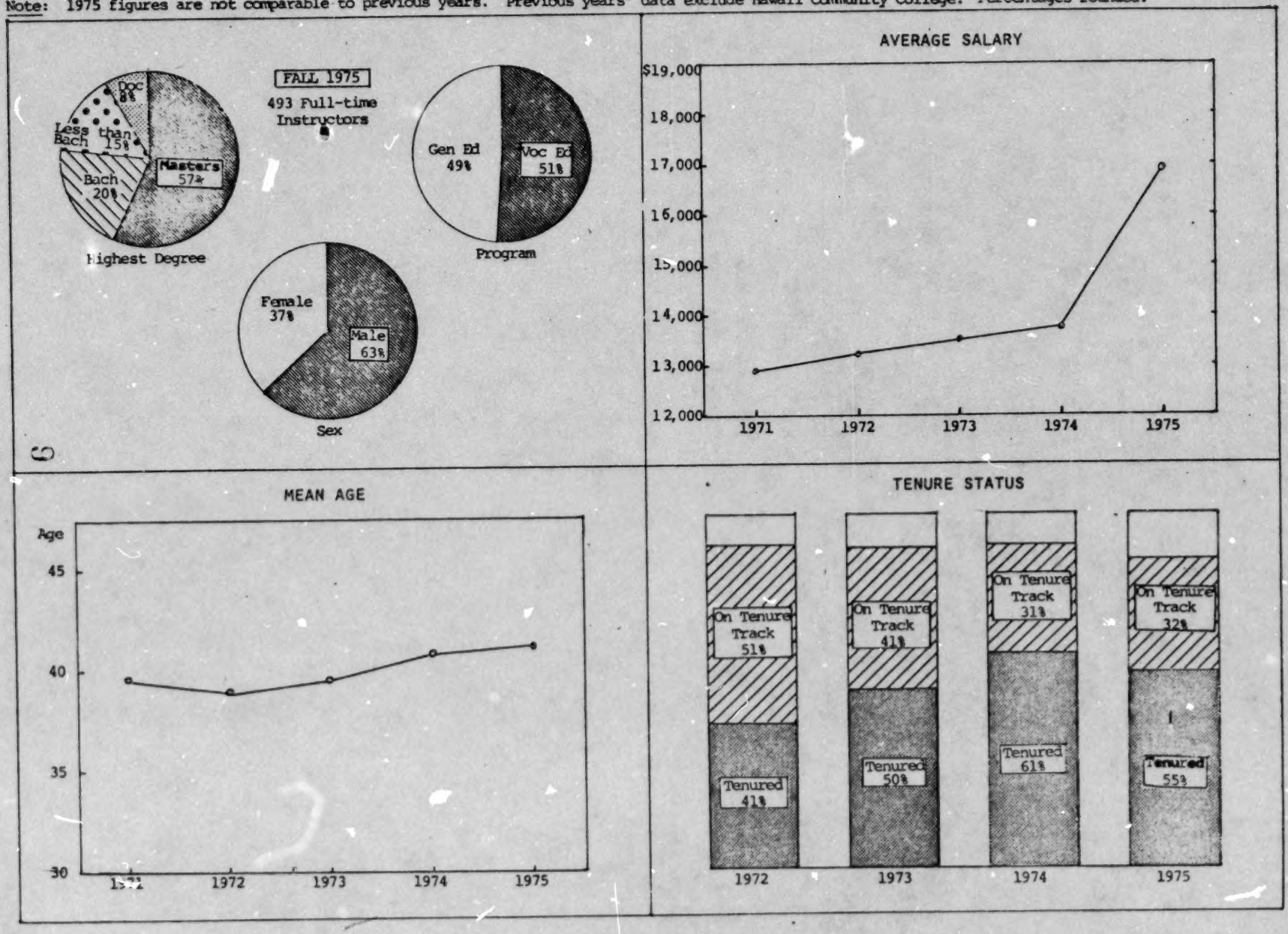
FIGURE 1

FULL-TIME INSTRUCTORS: SELECTED DATA

COMMUNITY COLLEGES

FALL 1971-1975

Note: 1975 figures are not comparable to previous years. Previous years' data exclude Hawaii Community College. Percentages rounded.



Sources: Office of the Chancellor for Community Colleges, CC-IRP 73, Selected Characteristics of Full-Time Professional Staff and FSIS Computer Reports, October 31, 1975.

TABLE IV
PROFILE OF LECTURERS
COMMUNITY COLLEGES
FALL 1975

Note: Unduplicated headcount. A lecturer teaching at more than one campus is counted at his "home base" only.

	TOTAL No.	TOTAL V%	Hawaii	Honolulu	Kapiolani	Kauai	Leeward	Maui	Windward
TOTAL	298	*100*	38	54	67	23	73	22	21
Sex									
Male	177	*59*	19	37	33	14	49	16	9
Female	121	*41*	19	17	34	9	24	6	12
Program									
Institutional Support*	1	*<1*					1		
Instruction	295	*99*	38	54	67	23	72	20	21
General Education	175	*59*	18	27	31	15	50	14	20
Vocational-Tech	120	*40*	20	27	36	8	22	6	1
Public Services*	2	*1*						2	
Highest Degree									
Doctorate	17	*6*	1	3	5		8		
Professional	8	*3*	2		2	2	1	1	
Master's	145	*49*	13	25	33	6	41	11	16
Bachelor's	85	*29*	14	13	22	9	14	8	5
Less Than Bachelor's	43	*14*	8	13	5	6	9	2	
Mean Salary	1,807		1,785	1,748	1,739	1,336	1,959	1,935	2,072
Mean Age	36.1		38.6	36.9	34.5	37.7	36.4	35.0	33.0

*Input error.

Sources: FSIS reports, October 31, 1975.

APPENDIX A
PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES
(EMPLOYING AGENCY GROUPINGS)
FALL 1975

I. Institutional Support:	Provost's Office, Business Affairs, Operation and Maintenance, Admissions and Records
II. Academic Support:	Dean of Instruction, Library, Education Media, Director of Public Service and Extension, Summer Session
III. Student Services:	Dean of Students, Student Counseling, Student Activities, Student Health Services, Student Support
IV. Public Service:	Apprentice, Community Service
V. Instruction:	
A. General Education:	Division Chairmen/Coordinators
Humanities:	Art, Asian/Pacific Languages, Drama, English, English as a Second Language, European Languages, Grammar, History, Humanities, Journalism, Music, Philosophy, Religion, Speech-Communication
Natural Science:	Biological Science, Chemistry, Science, Mathematics, Natural Science, Oceanography, Physical Science
Social Science:	Anthropology, Economics, Ethnic Studies, Geography, Guidance, Hawaiiana, Orientation, Political Science, Psychology, Social Science, Sociology
Other:	Inter-Disciplinary Studies, Physical Education, Special Studies
B. Vocational Education:	Division Chairmen/Coordinators
Business:	Accounting, Data Processing, General Business, Sales & Management, Secretarial and Related
Education:	Industrial Education, Recreational Instructor Program
Food Service:	Food Service
Health Service:	Dental Assistant, Health Foundations, Medical Assisting, Medical Records Technician, Nursing, Occupational Therapy, Radiologic Technician, Respiration Therapy, Dietetic Technology, Medical Lab Technology

Public Service:	Fire Science, Human Services, Legal Paraprofessional, Library-Technology, Police Science, Occupational Safety/Health
Technology:	Agriculture, Aeronautics, Apparel Design & Construction, Auto Body Repair & Painting, Automotive Technology, Blueprint Reading, Carpentry, Commercial Art, Cosmetology, Diesel Mechanics, Drafting Technology, Electricity, Electronics, Engineering Technology, Food Nutritional Science, Home Economics, Industrial Technology, Machine Shop, Maintenance Technology, Marine Technology, Refrigeration & Air Conditioning, Sheet Metal and Plastics, Welding, Aviation Technology

APPENDIX B
TOTAL AND AVERAGE SALARY
FULL-TIME BOR APPOINTEES, EXCLUDING INSTRUCTORS,
BY PROGRAM CATEGORIES
COMMUNITY COLLEGES
FALL 1975

Campus	TOTAL HEADCOUNT	AVERAGE SALARIES*							
		Institutional Supp		Academic Support		Student Services		Public Services	
		Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries
TOTAL	154	33	$21,296	45	$19,562	57	$17,417	19	$16,811
Hawaii CC	11	3	21,568	3	20,540	4	18,732	1	**
Honolulu CC	40	5	18,114	10	18,433	11	17,316	14	17,408
Kapiolani CC	18	5	24,104	6	21,777	7	20,257	0	
Kauai CC	16	4	21,903	6	20,839	6	16,952	0	
Leeward CC	44	10	19,692	10	20,126	20	16,864	4	12,624
Maui CC	14	3	23,340	5	16,334	6	16,362	0	
Windward CC	11	3	24,140	5	19,140	3	16,140	0	

*Most of the employees included in the categories in this table are on 11-month contracts. (The average salaries reflect the average of a longer contract year.) Furthermore, the salaries of the deans of instruction and of student services are included in their respective categories, i.e., academic support and student services.

**This individual's salary is included in the calculation of the total average.

Sources: FSIS reports, October 31, 1975.

APPENDIX C
TOTAL AND AVERAGE SALARIES
FULL-TIME INSTRUCTORS, BY PROGRAM
FALL 1975

Campus	TOTAL Headcount	Total Salaries	Average Salaries by Program		
			Average	General Education	Vocational Education
TOTAL	493	$8,334,144	16,905	16,366	17,425
Hawaii CC	59	999,600	16,942	15,544	17,228
Honolulu CC	106	1,696,140	16,001	14,726	17,140
Kapiolani CC	97	1,758,504	18,129	18,439	17,946
Kauai CC	35	584,508	16,700	16,150	17,164
Leeward CC	117	1,955,004	16,709	16,476	17,329
Maui CC	55	960,360	17,461	17,409	17,505
Windward CC	24	380,028	15,835	15,543	17,292

Source: FSIS Computer Report 2532, October 31, 1975.

APPENDIX D
TENURE STATUS BY YEAR OF POSSIBLE TENURE & BY INSTRUCTIONAL AREAS
FULL-TIME INSTRUCTORS
COMMUNITY COLLEGES
FALL 1975

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL	Tenured	Year of Expected Tenure					Not Eligible
			Sub-total	1976	1977	1978	1979/1980	
TOTAL	493	272	158	43	32	28	55	63
(Horizontal %)	(100%)	(55%)	(32%)	(9%)	(7%)	(6%)	(11%)	(13%)
General Education	242	137	88	22	21	14	31	17
Vocational-Tech	251	135	70	21	11	14	24	46
HAWAII CC	59	25	23	6	3	3	11	11
(Horizontal %)	(100%)	(42%)	(39%)	(10%)	(5%)	(5%)	(19%)	(19%)
General Education	10	4	5	0	0	2	3	1
Vocational-Tech	49	21	18	6	3	1	8	10
HONOLULU CC	106	51	38	8	9	4	17	17
(Horizontal %)	(100%)	(48%)	(36%)	(8%)	(9%)	(4%)	(16%)	(16%)
General Education	50	19	24	3	6	2	13	7
Vocational-Tech	56	32	14	5	3	2	4	10
KAPIOLANI CC	97	59	21	7	4	1	9	17
(Horizontal %)	(100%)	(61%)	(22%)	(7%)	(4%)	(1%)	(9%)	(18%)
General Education	36	24	11	3	3		5	1
Vocational-Tech	61	35	10	4	1	1	4	16
KAUAI CC	35	15	19	4	6	5	4	1
(Horizontal %)	(100%)	(43%)	(54%)	(11%)	(17%)	(14%)	(11%)	(3%)
General Education	16	6	10	3	3	1	3	
Vocational-Tech	19	9	9	1	3	4	1	1
LEEWARD CC	117	82	29	12	6	4	7	6
(Horizontal %)	(100%)	(70%)	(25%)	(10%)	(5%)	(3%)	(6%)	(5%)
General Education	85	64	18	8	6	1	3	3
Vocational-Tech	32	18	11	4		3	4	3
MAUI CC	55	37	9	1		5	3	9
(Horizontal %)	(100%)	(67%)	(16%)	(2%)		(9%)	(6%)	(16%)
General Education	25	18	4	1		2	1	3
Vocational-Tech	30	19	5			3	2	6
WINDWARD CC	24	3	19	5	4	6	4	2
(Horizontal %)	(100%)	(13%)	(79%)	(21%)	(17%)	(25%)	(17%)	(8%)
General Education	20	2	16	4	3	6	3	2
Vocational-Tech	4	1	3	1	1		1	

Source: FSIS Computer Report 2533B, October 31, 1975.

APPENDIX E
INSTRUCTORS ON LEAVE
BY TYPE OF LEAVE AND TENURE STATUS
COMMUNITY COLLEGES
FALL 1975

	TOTAL		TYPE OF LEAVE			
			Sabbatical		Leave without Pay	
	No.	No. Tenured	No.	No. Tenured	No.	No. Tenured
TOTAL	36*	33	27*	27	9	6
Hawaii CC	6	5	5	5	1	0
Honolulu CC	7	7	6	6	1	1
Kapiolani CC	3	2	2	2	1	0
Kauai CC	1	1	1	1	0	0
Leeward CC	13	13	9	9	4	4
Maui CC	5	4	3	3	2	1
Windward CC	1	1	1	1	0	0

Note: Last fall, 15 were on sabbatical leaves, 4 on leave without pay.

*Input error. Actual number on leave, 33; on sabbatical, 24. The SF5B's for 3 instructors who returned from sabbatical were not changed in time for the October 28 update upon which this report is based.

Sources: FSIS reports, October 31, 1975.

UNIVERSITY OF CALIF.
LOS ANGELES

JAN 30 1976

CLEARINGHOUSE FOR
JUNIOR COLLEGES